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Department of Defense

# CIVILIAN MANPOWER STATISTICS

M04

Quarter Ending June 30, 1990

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Department of Defense

# CIVILIAN MANPOWER STATISTICS

June 30, 1990

*Issued Quarterly by  
Washington Headquarters Services  
Directorate for Information  
Operations and Reports (DIOR)*



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## FOREWORD

*This*  
Civilian Manpower Statistics (CMS), is a quarterly publication prepared by the Washington Headquarters Services, Directorate for Information Operations and Reports (WHS/DIOR) of the Office of the Secretary of Defense.

CMS provides statistical information on the civilian work force of the Department of Defense (DoD), with the exception of personnel of the National Security Agency, the Defense Intelligence Agency, and personnel paid from nonappropriated funds. It is produced primarily from a computerized data base developed and maintained by WHS/DIOR from monthly information provided to the Office of Personnel Management on SF 113-A, Monthly Report of Federal Civilian Employment.

*Keywords: tables (data). (KR)*

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TABLE 1

**DoD Civilian Employment by Function and Employment Status,  
According to Defense Component - June 30, 1990**

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/	ARMY	NAVY b/	AIR FORCE	OTHER DoD ORGS. c/
<b>MILITARY FUNCTIONS</b>					
OMB CEILING EMPLOYMENT	1,091,068	396,948	345,414	256,370	92,336
DIRECT HIRE	1,014,539	343,397	335,111	245,261	90,770
INDIRECT HIRE	76,529	53,551	10,303	11,109	1,566
TOTAL EMPLOYMENT	1,098,780	398,954	348,694	257,998	93,134
DIRECT HIRE	1,022,251	345,403	338,391	246,889	91,568
INDIRECT HIRE	76,529	53,551	10,303	11,109	1,566
<b>CIVIL FUNCTIONS (ALL DIRECT HIRE)</b>					
OMB CEILING EMPLOYMENT	28,595	28,594	0	1	0
TOTAL EMPLOYMENT	30,700	30,699	0	1	0
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>					
OMB CEILING EMPLOYMENT	1,119,663	425,542	345,414	256,371	92,336
DIRECT HIRE	1,043,134	371,991	335,111	245,262	90,770
INDIRECT HIRE	76,529	53,551	10,303	11,109	1,566
TOTAL EMPLOYMENT	1,129,480	429,653	348,694	257,999	93,134
DIRECT HIRE	1,052,951	376,102	338,391	246,890	91,568
INDIRECT HIRE	76,529	53,551	10,303	11,109	1,566

a/Included in Total Employment but excluded from Office of Management and Budget (OMB) Ceiling Employment are employees exempt from OMB ceiling control. Refer to Office of Personnel Management Federal Personnel Manual System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.  
b/Includes Marine Corps civilian personnel.  
c/See Glossary for a list of Other DoD Organizations.

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TABLE 2

Trends in DoD Civilian Employment Subject to OMB Ceiling,  
By Function, Employment Status, and Defense Component

FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS				LAST 3 MONTHS		
	30 SEP 86	30 SEP 87	30 SEP 88	30 SEP 89	30 APR 90	31 MAY 90	30 JUN 90
MILITARY FUNCTIONS							
DIRECT HIRE a/	1,112,901	1,134,145	1,090,479	1,117,449	1,096,763	1,095,076	1,091,068
INDIRECT HIRE b/	1,027,866	1,049,337	1,010,306	1,037,632	1,018,806	1,017,469	1,014,539
ARMY	85,035	84,808	80,173	79,817	77,957	77,607	76,529
DIRECT HIRE	414,774	420,145	394,842	405,008	397,035	397,395	396,948
INDIRECT HIRE	355,343	359,966	338,525	349,171	342,472	343,023	343,397
NAVY	59,431	60,179	56,317	55,837	54,563	54,372	53,551
DIRECT HIRE	342,727	354,162	348,570	354,942	346,730	346,409	345,414
INDIRECT HIRE	332,363	343,672	338,369	344,436	336,344	336,049	335,111
AIR FORCE	10,364	10,490	10,201	10,506	10,386	10,360	10,303
DIRECT HIRE	264,299	265,326	254,070	261,571	258,349	257,069	256,370
INDIRECT HIRE	250,655	252,767	242,029	249,662	246,888	245,730	245,261
OTHER DoD ORGANIZATIONS c/	13,644	12,559	12,041	11,909	11,461	11,339	11,109
DIRECT HIRE	91,101	94,512	92,997	95,928	94,649	94,203	92,336
INDIRECT HIRE	89,505	92,932	91,383	94,363	93,102	92,667	90,770
	1,596	1,580	1,614	1,565	1,547	1,536	1,566
CIVIL FUNCTIONS a/							
(ALL DIRECT HIRE)	30,817	29,753	30,446	29,248	27,798	28,634	28,595
ARMY	30,814	29,751	30,444	29,246	27,797	28,633	28,594
AIR FORCE	3	2	2	2	1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	1,143,718	1,163,898	1,120,925	1,146,697	1,124,561	1,123,710	1,119,663
DIRECT HIRE a/	1,058,683	1,079,090	1,040,752	1,066,880	1,046,604	1,046,103	1,043,134
INDIRECT HIRE b/	85,035	84,808	80,173	79,817	77,957	77,607	76,529

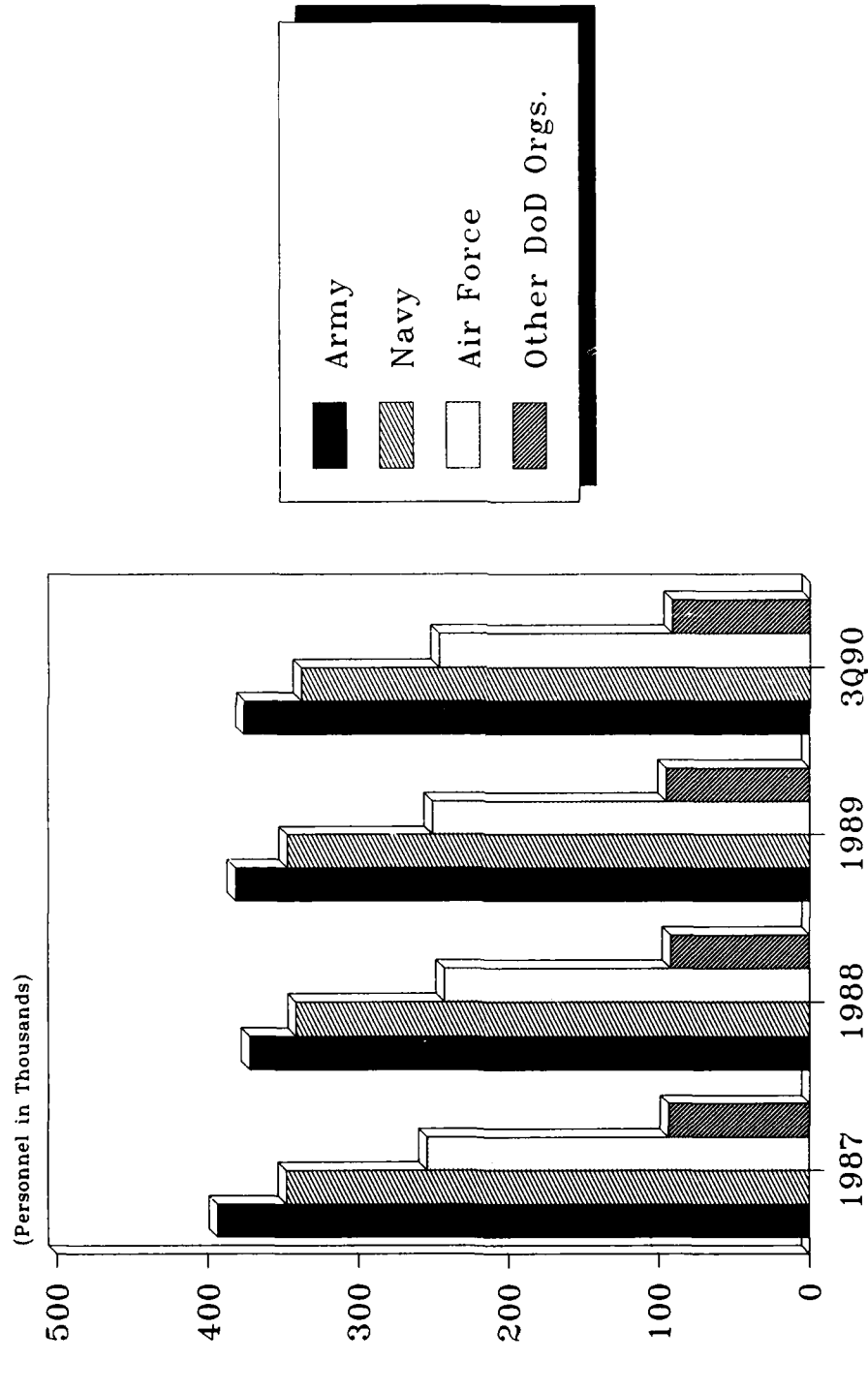
a/As reported officially to the Office of Personnel Management

b/Foreign Nationals supporting U.S. Military Forces overseas under contracts or agreements with foreign governments

c/See Glossary for a list of Other DoD Organizations

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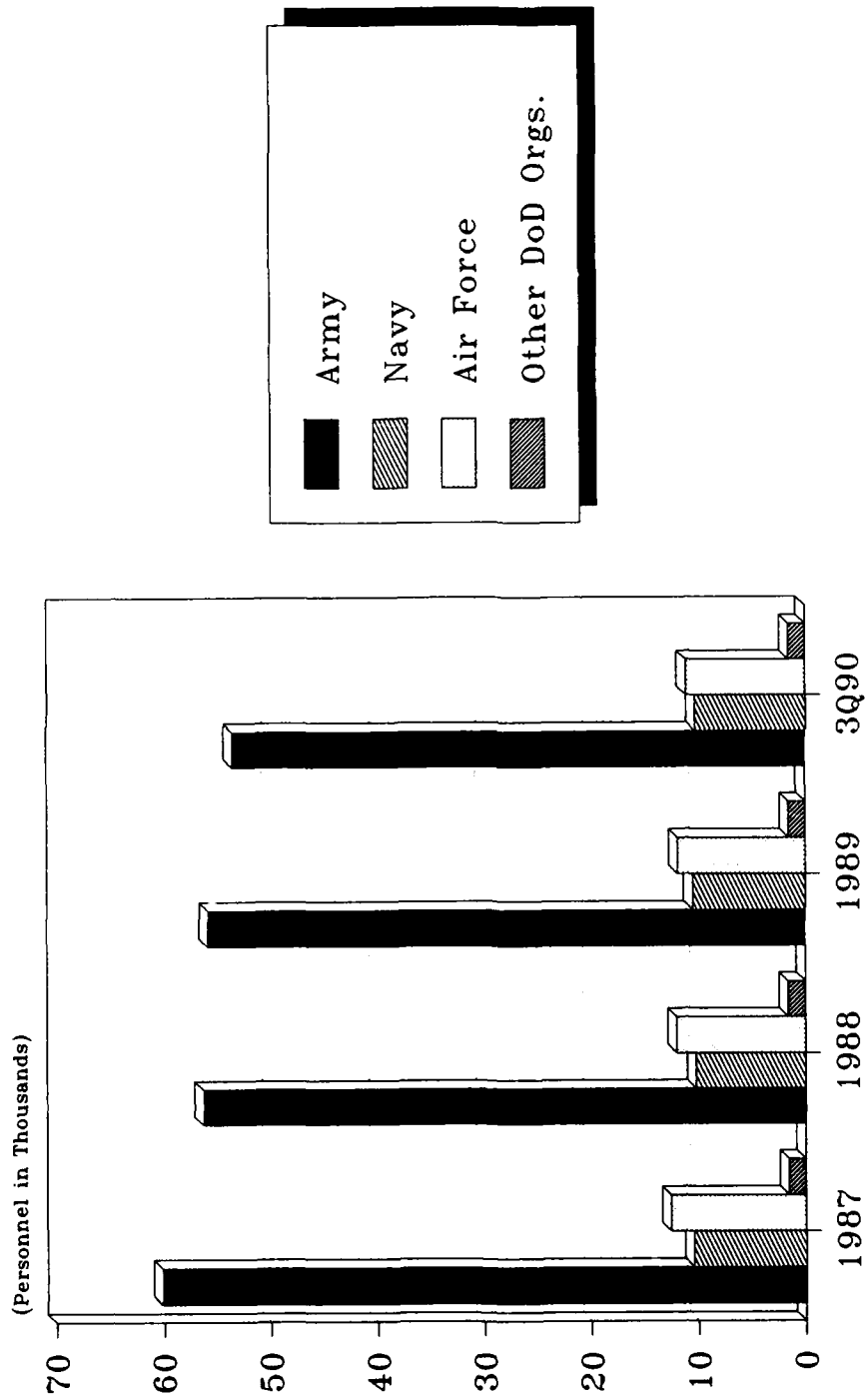
# TRENDS IN DoD CIVILIAN EMPLOYMENT MILITARY AND CIVIL FUNCTIONS



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Figure 1 - Direct Hires

# TRENDS IN DoD CIVILIAN EMPLOYMENT MILITARY AND CIVIL FUNCTIONS



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FISCAL YEAR

Figure 2 - Indirect Hires



TABLE 3

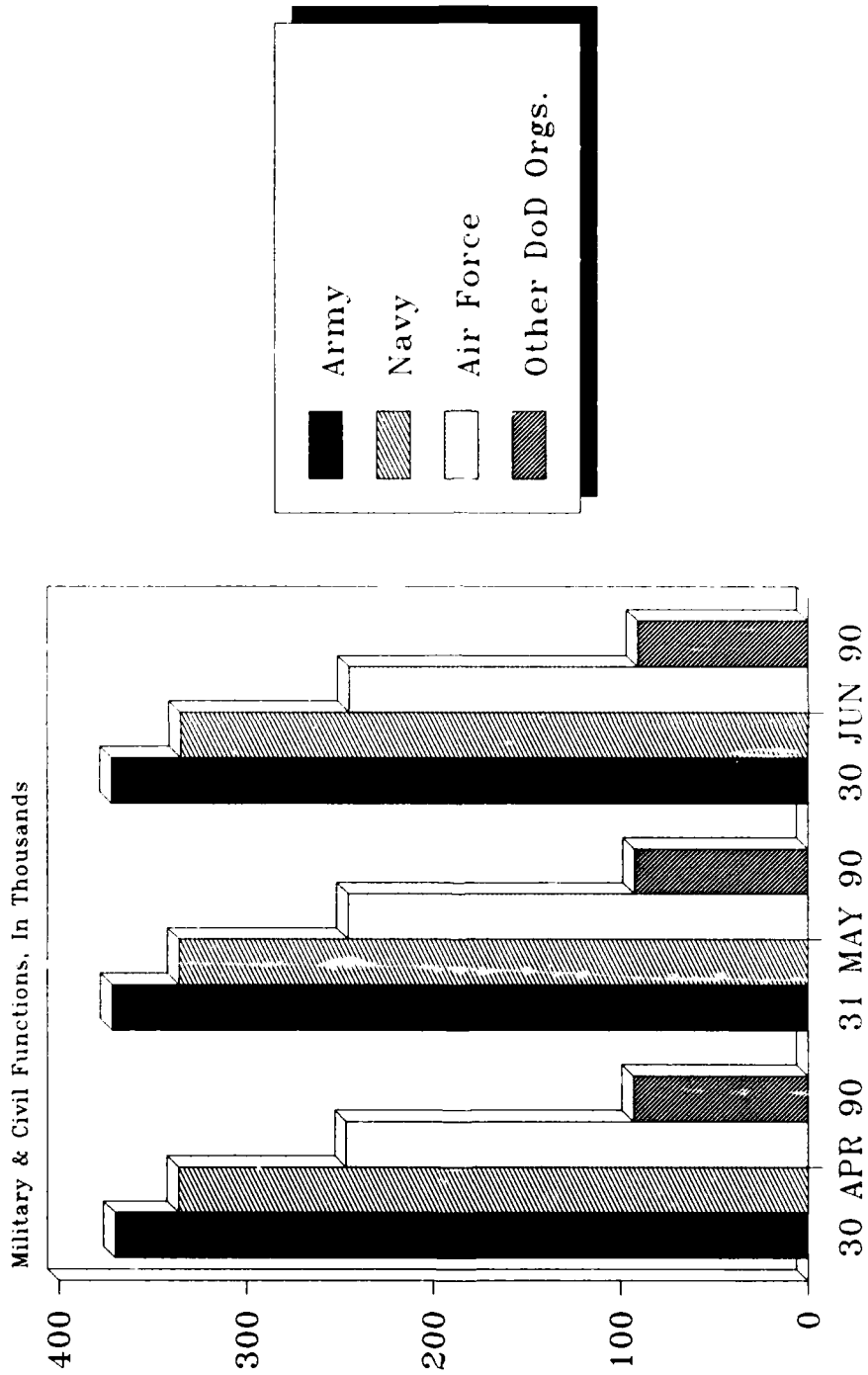
**DoD Direct Hire Civilian Personnel Subject to OMB Ceiling,  
By Function and Defense Component**

FUNCTION/COMPONENT	TOTAL EMPLOYMENT			PROGRAMMED STRENGTH	FULL-TIME WITH PERMANENT APPOINTMENTS		
	30 APR 90	31 MAY 90	30 JUN 90		30 APR 90	31 MAY 90	30 JUN 90
MILITARY FUNCTIONS							
ARMY	1,018,806	1,017,469	1,014,539	1,013,586	912,628	909,717	902,082
NAVY	342,472	343,023	343,397	334,387	294,666	294,337	292,067
AIR FORCE	336,344	336,049	335,111	337,186	308,714	307,833	306,139
OSD & ORGANIZATIONS SERVICED	246,888	245,730	245,261	248,622	225,140	223,804	220,769
BY OSD a/							
DEFENSE COMMUNICATIONS AGENCY	4,330	4,380	4,452	4,794	4,057	4,062	4,061
DEFENSE CONTRACT AUDIT AGENCY	2,439	2,528	2,546	2,401	2,314	2,379	2,402
DEFENSE INVESTIGATIVE SERVICE	6,851	6,871	6,896	7,453	6,723	6,684	6,664
DEFENSE LOGISTICS AGENCY	4,141	4,110	4,075	4,250	4,065	4,039	4,009
DEFENSE MAPPING AGENCY	51,307	50,904	57,408	49,186	47,964	47,643	53,937
DEFENSE NUCLEAR AGENCY	8,155	8,133	8,088	8,411	7,953	7,920	7,868
DEPARTMENT OF DEFENSE	824	840	850	942	745	745	743
DEPENDENTS SCHOOLS							
DEPARTMENT OF DEFENSE	12,760	12,585	4,125	13,488	8,127	8,111	1,294
INSPECTOR GENERAL	1,461	1,477	1,492	1,585	1,447	1,444	1,446
ON-SITE INSPECTION AGENCY	62	67	73	71	62	66	69
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	772	772	765	810	651	650	614
CIVIL FUNCTIONS							
ARMY	27,798	28,634	28,595	N/A	26,357	26,392	26,094
AIR FORCE	27,797	28,633	28,594	N/A	26,356	26,391	26,093
	1	1	1		1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	1,046,604	1,046,103	1,043,134	N/A	938,985	936,109	928,176

a/ See the Glossary for a list of OSD and Organizations Serviced by OSD.

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# DoD DIRECT HIRE CIVILIAN PERSONNEL SUBJECT TO OMB CEILING, BY MONTH & DEFENSE COMPONENT



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Figure 3 - Total Employment

**TABLE 4**

**DoD Direct and Indirect Hire Civilian Personnel by Component,  
According to Type (Excluding the Military Departments) - June 30, 1990 a/**

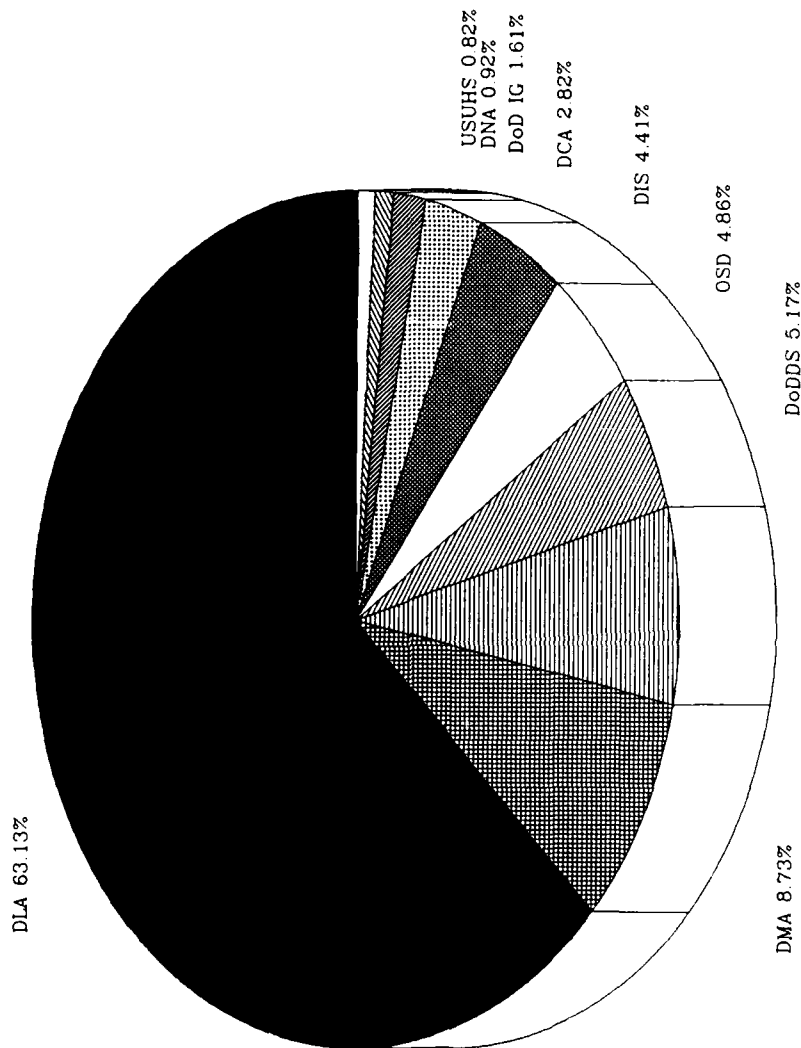
<b>DEFENSE COMPONENTS</b>	<b>TOTAL</b>	<b>DIRECT HIRE CIVILIANS</b>	<b>INDIRECT HIRE CIVILIANS</b>
OSD AND ORGANIZATIONS SERVICED BY OSD b/	4,515	4,499	16
DEFENSE COMMUNICATIONS AGENCY	2,618	2,608	10
DEFENSE CONTRACT AUDIT AGENCY	6,930	6,925	5
DEFENSE INVESTIGATIVE SERVICE	4,097	4,097	0
DEFENSE LOGISTICS AGENCY	58,867	58,016	851
DEFENSE MAPPING AGENCY	8,115	8,114	1
DEFENSE NUCLEAR AGENCY	854	854	0
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS	4,807	4,125	682
DEPARTMENT OF DEFENSE INSPECTOR GENERAL	1,493	1,492	1
ON-SITE INSPECTION AGENCY	73	73	0
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	765	765	0
<b>TOTAL</b>	<b>93,134</b>	<b>91,568</b>	<b>1,566</b>

a/Includes personnel not subject to OMB ceiling control  
b/See the Glossary for a list of OSD and Organizations serviced by OSD

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# DoD DIRECT AND INDIRECT HIRE CIVILIAN EMPLOYMENT BY COMPONENT - JUNE 30, 1990

Excludes Military Departments, OSIA-.07%



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FIGURE 4

**TABLE 5**

**DoD Direct Hire Civilian Personnel, by Type  
According to Defense Component - June 30, 1990 a/**

TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
TOTAL	1,052,951	376,102	338,391	246,890	91,568
BY STATUS					
FULL-TIME	1,024,731	365,764	332,660	238,853	87,454
PART-TIME	24,998	9,802	5,451	6,059	3,686
INTERMITTENT	3,222	536	280	1,978	428
BY CAREER SERVICE CATEGORY					
COMPETITIVE	885,612	299,233	302,074	200,756	83,549
EXCEPTED AND SES	167,339	76,869	36,317	46,134	8,019
BY TYPE OF APPOINTMENT					
PERMANENT	939,692	322,502	309,467	223,424	84,299
TEMPORARY/INDEFINITE	113,259	53,600	28,924	23,466	7,269
BY CITIZENSHIP					
U.S. CITIZENS	1,015,880	360,525	324,064	240,202	91,089
NON-CITIZENS	37,071	15,577	14,327	6,688	479
BY LABOR CATEGORY					
SALARIED	740,105	277,869	219,943	163,081	79,212
WAGE BOARD	312,846	98,233	118,448	83,809	12,356

a/Includes personnel not subject to OMB ceiling control.  
b/See the Glossary for a list of Other DoD Organizations.

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TABLE 6

**DoD Direct Hire Civilian Personnel, by Location/Type,  
According to Defense Component - June 30, 1990 a/**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
WORLDWIDE TOTAL	1,052,951	376,102	338,391	246,890	91,568
UNITED STATES	961,049	328,939	314,743	230,521	86,846
BY LOCATION					
WASHINGTON, D.C., SMSA c/	90,146	28,193	38,527	6,666	16,760
REMAINDER OF U. S.	870,903	300,746	276,216	223,855	70,086
BY LABOR CATEGORY					
SALARIED	677,235	246,483	208,097	148,047	74,608
WAGE BOARD	283,814	82,456	106,646	82,474	12,238
BY CITIZENSHIP					
U. S. CITIZENS	960,445	328,612	314,587	230,485	86,761
NON-CITIZENS	604	327	156	36	85
U. S. TERRITORIES					
BY LABOR CATEGORY					
SALARIED	7,294	1,293	5,055	861	85
WAGE BOARD	3,923	917	2,532	398	76
BY CITIZENSHIP					
U. S. CITIZENS	3,371	376	2,523	463	9
NON-CITIZENS	7,256	1,293	5,038	858	67
	38	0	17	3	18
FOREIGN COUNTRIES					
BY LABOR CATEGORY					
SALARIED	84,608	45,870	18,593	15,508	4,637
WAGE BOARD	58,947	30,469	9,314	14,636	4,528
BY CITIZENSHIP					
U. S. CITIZENS	25,661	15,401	9,279	872	109
NON-CITIZENS	48,179	30,620	4,439	8,859	4,261
	36,429	15,250	14,154	6,649	376

a/Includes personnel not subject to OMB ceiling control.

b/See the Glossary for a list of the Other DoD Organizations.

c/The Washington, D.C., Standard Metropolitan Statistical Area (SMSA) consists of the District of Columbia, Montgomery, Prince Georges, Charles, Calvert, and Frederick counties in Maryland; Alexandria, Fairfax, Falls Church, Manassas, and Manassas Park cities, and Arlington, Fairfax, Loudoun, Stafford, and Prince William counties in Virginia.

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**TABLE 7**

**DoD Indirect Hire Civilian Personnel, by Country,  
According to Defense Component - June 30, 1990**

<b>COUNTRY</b>	<b>TOTAL DoD</b>	<b>ARMY</b>	<b>NAVY</b>	<b>AIR FORCE</b>	<b>OTHER DoD ORGS. a/</b>
TOTAL	76,529	53,551	10,303	11,109	1,566
BELGIUM	885	847	0	21	17
GERMANY	52,820	45,955	3	5,730	1,132
GREECE	458	2	98	345	13
GUAM	4	0	4	0	0
JAPAN	16,725	3,239	9,131	4,150	205
KOREA	3,173	3,173	0	0	0
NETHERLANDS	436	335	0	84	17
PHILIPPINES	6	0	6	0	0
SPAIN	1,919	0	1,061	779	79
UNITED KINGDOM	103	0	0	0	103

a/See the Glossary for a list of Other DoD Organizations.

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## GLOSSARY

Civil Functions. Functions primarily associated with the civil works program of the Army Corps of Engineers. This program encompasses planning, programming, designing, constructing, and operating Federal water resource projects for navigation, flood control, hydroelectric power, water supply, recreation, and related activities. Civil functions also includes cemeterial workers (Army) and several conservation management employees (Air Force).

Competitive Service. All civil service positions in the Executive Branch, except:

1. Positions which are specifically exempted from the competitive service by or under statute;
2. Positions which appointments are made by nomination for confirmation by the Senate, unless the Senate otherwise directs or when specifically included in the competitive service by statute;
3. Positions in the Senior Executive Service.

Also includes civil service positions not in the Executive Branch which are specifically included in the competitive service by statute.

Direct Hire Civilians. Employees hired directly by an agency of the Department of Defense (DoD). Included are foreign nationals hired by DoD to support DoD activities in their home countries.

DoD. Department of Defense.

Excepted Service. All positions in the Executive Branch of the Federal government (except Senior Executive Service positions) which are specifically excepted from the competitive service by or pursuant to a statute, the President, or the Office of Personnel Management.

Full-Time Employees. Employees who are regularly scheduled to work the number of hours and days in the administrative work week for their employment group or class. (Usually 5 days of 8 hours each.)



Indirect Hire Civilians. Foreign nationals assigned to support U.S. forces through contracts or agreements with foreign governments (or agencies thereof). These personnel are employees of the foreign governments involved.

Intermittent Employees. Employees who are employed with no prescheduled tour of duty (i.e., employed on irregular or occasional basis).

Military Functions. Activities normally associated with the uniformed services.

OMB Ceiling Employment. Employees subject to the Office of Management and Budget (OMB) ceilings established to administer Presidential employment ceiling limitations. Refer to the Office of Personnel Management System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.

### OTHER DoD ORGANIZATIONS

- \*Office of the Secretary of Defense (OSD)
- \*Joint Chiefs of Staff (JCS)
- Inspector General of the Department of Defense

### Department of Defense Agencies:

- \*Corporate Information Management Task Force (CIM)
- \*Defense Advanced Research Projects Agency (DARPA)
- Defense Commissary Agency (DeCA)
- Defense Communications Agency (DCA)
- Defense Contract Audit Agency (DCAA)
- Defense Investigative Service (DIS)
- \*Defense Legal Services Agency (DLSA)
- Defense Logistics Agency (DLA)
- Defense Mapping Agency (DMA)
- Defense Nuclear Agency (DNA)
- \*Defense Security Assistance Agency (DSAA)
- On-Site Inspection Agency (OSIA)
- \*Strategic Defense Initiative Organization

NOTE: \*Organizations serviced by OSD.

Department of Defense Field Activities:

- \*American Forces Information Service (AFIS)
- \*Defense Medical Support Activity (DMSA)
- \*Defense Technology Security Administration (DTSA)
- Department of Defense Dependents Schools (DODDS)
- \*Office of Civilian Health and Medical Program  
Office (OCHAMPUS)
- \*Office of Economic Adjustment (OEA)
- \*Washington Headquarters Services (WHS)

\*U.S. Court of Military Appeals

Uniformed Services University of the Health Sciences (USUHS)

Part-Time Employees. Employees who are regularly scheduled for a prearranged tour of duty which is less than the specified number of hours or days worked by full-time employees in the same employment group or class.

Permanent Appointments. Permanent appointments are defined within each type of service as follows:

1. **COMPETITIVE SERVICE** - Employees serving under career appointments who are serving or who have completed their initial appointment probation or who are not required to serve an initial appointment probation. Also includes employees with career-conditional appointments.
2. **EXCEPTED SERVICE** - Employees whose appointments carry no restrictions or conditions, such as conditional appointments, indefinite, or specific time limitations, or trial periods. Based on tenure, can include employees serving trial periods or those whose tenure is equivalent to career-conditional in the competitive service.

NOTE: \*Organizations serviced by OSD

3. **SENIOR EXECUTIVE SERVICE (SES)** - All SES employees except those serving under "limited term" and "limited emergency" appointments.

Salaried Employees. Primarily employees occupying positions subject to the Classification Act of 1949, as amended, and a limited number of other employees whose compensation is established by other legislation, Executive Order, or administrative determination.

Senior Executive Service (SES). Positions in an agency with grade 16, 17, or 18 of the General Schedule or Level IV or V of the Executive Schedule (unless exempted). Also includes equivalent positions which need not be filled by appointment by the President and confirmation by the Senate and which have not been specifically excluded from the SES.

Total Paid Civilian Employment. Total direct and indirect hire civilian employment. For direct hires, includes, with some exceptions, all direct hire employees who had not officially separated as of the reporting period or were on paid leave.

Wage System Employees. Employees whose basic rates of pay are fixed in accordance with locally prevailing rates or by wage boards or similar administrative authority. Includes prevailing rate employees. (Prevailing rate employees are those employed by an agency in a recognized trade or craft; other skilled mechanical craft; or an unskilled, semiskilled, or skilled manual labor occupation. Also includes any other person, including a foreman or supervisor, in a position where trade, craft, or labor experience and knowledge is a paramount requirement.)